

ANNUAL FAMILY INVESTMENT PROGRAM HIRING AGREEMENTS REPORTS

MARYLAND DEPARTMENT OF HUMAN SERVICES

Completed pursuant to MSAR #7666 – Human Services Article §5-304 (c) (4) and MSAR #12076 – State Finance & Procurement Article § 13-224(d)

November 1, 2022

REPORT REQUIREMENTS

This report is hereby submitted in response to the following reporting requirements:

On or before November 1 of each year and in consultation with the Maryland Association of Counties, the Secretary [of the Department of Human Services] shall report, subject to § 2-1246 of the State Government Article, to the Senate Finance Committee and the House Appropriations Committee of the General Assembly, on:

- (i) the development of the local government hiring plan; and*
- (ii) the number of current and former recipients, children of current or former recipients, foster youth, and obligors hired and retained by local governments.*

Source: Human Services Article §5-304 (c) (4)

Each year, the Department [of Human Services] and any local departments that have entered into hiring agreements shall submit a report to the Board [of Public Works], the Joint Committee on Welfare Reform, and, subject to § 2-1246 of the State Government Article, the General Assembly on:

- (1) the number of hiring agreements executed;*
- (2) the number of current and former FIP recipients, children of current or former recipients, foster youth, and obligors hired by an entity with which a hiring agreement was executed; and*
- (3) the effectiveness of each hiring agreement in obtaining employment for current and former FIP recipients, children of current or former recipients, foster youth, and obligors.*

Source: State Finance & Procurement Article § 13-224(d)

Additionally, this report is hereby submitted in response to the following reporting requirements:

DHS shall provide a report to the Board of Public Works no later than November 1 annually that summarizes the previous fiscal year's results, specifically reporting:

- For each eligible contract that the designated procurement units referred to that fiscal year:
 - Agency awarding contract;*
 - Type of contract, e.g., construction, services, information-technology, maintenance;*
 - Scope of work of contract;*
 - Dollar value of contract;**
- Which referrals of eligible contracts to resulted in hiring agreements, which did not result in hiring agreements, and any explanation for the latter;*
- Number of persons offered employment through each hiring agreement.*

Source: BPW Advisory 2011-1 Hiring Agreement

BACKGROUND

A hiring agreement, a companion to a state procurement contract, is an agreement between a contractor and the Department of Human Services (DHS) through which the parties agree to cooperatively identify and hire former and current Family Investment Program (FIP) recipients to fill job openings on the contractor's State procurement project. The hiring agreement statute, enacted into law in 1998, originally required the Board of Public Works (BPW) to "designate the types of procurement contracts that are eligible contracts" (eligible for hiring agreements). The Board subsequently approved an Action Agenda Item directing the Department of Budget & Management (DBM), Department of General Services (DGS), and Maryland Department of Transportation (MDOT) and the University System of Maryland to select eligible contracts for hiring agreements. The Board requires DHS to submit an annual report addressing hiring agreements for these State agencies combined.

TARGET POPULATION

DHS, in partnership with other state agencies, encourages the use of hiring agreements as a mechanism for providing FIP recipients with employment opportunities with companies doing business with the state as vendors. The target population for this arrangement includes:

- Current Temporary Cash Assistance (TCA)* recipients
- Children of current TCA recipients (14 and older)
- Former TCA recipients (less than or equal to 5 years)
- Children of former TCA recipients (14 and older)
- Foster Care Youth/Alumni (18-25 years old)
- Child Support Obligor

* Note: TANF-Temporary Assistance to Needy Families and TCA-Temporary Cash Assistance will be used interchangeably throughout the report.

PARTNERSHIPS

Based on the needs of the target population, DHS has leveraged partnerships with state agencies (including DBM, DGS, MDOT, and the Department of Information Technology (DoIT)).

In addition to the State Contractors, the Hiring Agreement Program (HAP) is also supported by local governments through an agreement with the Maryland Association of Counties (MACo).

PROGRAM DEVELOPMENT

Since 2016, DHS has taken the following steps to improve outcomes of HAP:

- The DHS program manager facilitates the annual statewide presentation for the Senior Procurement Advisory Group (SPAG) meeting that usually takes place in September. The purpose of our portion of the agenda is to address HAP goals, program monitoring, data reporting, tracking and recruitment of other agencies for procurement officers to support the HAP program. This meeting is hosted by the Department of General Services State Procurement Unit.
- Instituted a new tracking system to monitor and catalog all job announcements subject to HAP. In addition, a mandate for all Local Departments of Social Services (LDSS) to monitor and maintain a database of all applicants for HAP job orders.

- Successfully advocated for an extension of time to apply for positions available to FIP recipients from three business days to five business days, allowing more qualified applicants to take advantage of employment opportunities within state agencies and related contractors.
- Instituted a requirement for contractors to include their Federal Employment Identification Number on the Hiring Agreement Program contract clause to improve reporting accuracy.

Recent program enhancements include:

- Development of a monthly application tracking tool for the LDSS to monitor their numbers during the report cycle April (prior year) to March (current year).
- The creation of a monthly employment placement tool with one of the state monitoring systems to allow the LDSS to monitor their employment placements on a monthly basis. In addition, the tool breaks down the categories of: state agency, state contractor and local government placements.

OUTREACH

DHS has worked with stakeholders to streamline internal job announcements to include important details in order to help eligible FIP recipients to more accurately determine if they are a good fit for a specific position. Additionally, Work Program staff at the LDSSs have connected with the Child Support Administration-CSA (non-custodial parents) and Social Services Administration-SSA (foster youth/alumni) as well as current work program vendors that support the TANF work programs in an effort to increase the visibility of stakeholders. These partnerships have helped to extend the reach of the program to targeted populations. Each LDSS office has identified HAP points of contact that receive and disseminate position announcements to program staff and customers. The LDSS contacts are in place to share hiring agreement opportunities with local partners that interact with the target populations. The HAP program has three new state agencies supporting our recruitment efforts with the Hiring Agreement Clause in state contractor agreements, MDH (Maryland Department of Health, formerly DHMH) and MD Labor (Maryland Department of Labor, formerly DLLR), Department of Public Safety and Correctional Services (DPSCS).

REPORT CYCLE (April-2021 – March 2022)

During the current reporting cycle (April 2021 – March 2022), there were 86 active contracts impacted by HAP. These contracts resulted in 4,482 total job placements shown in Table 4. In addition, DHS has examined the retention rate, defined as individuals still employed in a subsequent quarter after initial job placement, for those placed through hiring agreements. The retention data, provided by the University of Baltimore Jacob France Institute, indicated that 34% of FIP recipients who obtained employment through HAP were employed in the quarter following the time at which they were placed.

DHS maintains a cumulative database of 502 state contracts. All contracts were evaluated based on the following criteria to determine if they were subject to HAP requirements:

- Contract base value of \$200,000 or more;
- Contract term of two years or longer; and
- Contract with potential for employment during the life of the contract.

DHS extends a special note of appreciation for the **top three** employers in each category:

State Contractors
<u>Broadway Services Inc.</u>
<u>Goodwill Industries Of The Chesapeake</u>
<u>Building Families for Children</u>
Local Government
<u>Academy of Health Science at PGCC</u>
<u>Scholars K-8</u>
<u>Baltimore City Pub School System</u>
State Agency
<u>Spring Grove Hospital</u>
<u>Comptroller of Treasury MD</u>
<u>University of MD at College Park</u>

- Table 1 Summarizes HAP job placements with state contractors.
- Table 2 Summarizes placements within local governments.
- Table 3 Summarizes job placements within state agencies.
- Table 4 First quarter job retention in all categories.
- Table 5 Provides a prior year comparison of HAP outcomes.
- Table 6 Lists State Contractors for current report cycle.

Table 1 – State Contractor Job Placements by Target Group (#7667)
Report Cycle: April 2021 – March 2022

Group	Placements In Current Quarter	Retention In First Post Quarter	Percentage 1st Quarter Retention
Current TCA recipients	151	62	41%
Children of Current TCA recipients	41	24	59%
Former TCA recipients	1,543	428	28%
Children of former TCA recipients	92	51	55%
Child Support Obligors	3	1	33%
Foster Care Youth 18-25	31	13	42%
Total	1,861	579	31%

Table 2 – Local Government Job Placements by Target Group (#7666)
Report Cycle: April 2021 – March 2022

Group	Placements In Current Quarter	Retention In First Post Quarter	Percentage 1st Quarter Retention
Current TCA recipients	176	65	37%
Children of Current TCA recipients	584	40	7%
Former TCA recipients	728	529	73%
Children of former TCA recipients	654	74	11%
Child Support Obligors	2	1	50%
Foster Care Youth 18-25	133	12	9%
Total	2,277	721	32%

**Table 3 – State Agencies Job Placements by Target Group (#7667)
Report Cycle: April 2021 – March 2022**

Group	Placements In Current Quarter	Retention In First Post Quarter	Percentage 1st Quarter Retention
Current TCA recipients	48	24	50%
Children of Current TCA recipients	31	15	48%
Former TCA recipients	199	163	82%
Children of former TCA recipients	48	30	63%
Child Support Obligors	4	4	100%
Foster Care Youth 18-25	14	9	64%
Total	344	245	71%

**Table 4 - 1st Quarter Retention of Target Group Placements (#7667)
April 2021 – March 2022**

Group	Placements In Current Quarter	Retention In First Post Quarter	Percentage 1st Quarter Retention
State Contractors	1,861	579	31%
Local Government	2,277	721	32%
State Agencies	344	245	71%
Total	4,482	1,545	34%

Table 5 Prior Year Comparison Outcomes Report Cycle 2021 vs. 2022

Group	2021	2022	Percentage % Increase
State Contractors	791	1,861	57%
Local Government	1,286	2,277	44%
State Agencies	253	344	26%
Total	2,330	4,482	48%

BPW Advisory 2011-1_DHS_Annual Local Government Hiring Plan

Legend:

DGS-Department of General Services

DHS-Department of Human Services (Includes the following: CSA-Child Support Administration, SSA-Social Services Administration, FIA-Family Investment Administration, LDSS-Local Department of Social Services offices)

DJS-Department of Juvenile Services

MDOT-Maryland Department of Transportation (Includes the following: MDTA-Maryland Transportation Authority, MTA-Maryland Transit Administration, MVA-Motor Vehicle Administration)

MDH- Maryland Department of Health (formerly DHMH)

MD Labor - Maryland Department of Labor (formerly DLLR)

DPSCS- Department of Public Safety and Correctional Services

Table 6 State Contractors Report Cycle April 2021 - March 2022

	State Contractors	Agency	Contract Type	Contract Value
1	A.S.B. 2 Enterprises Incorporated	DGS	Janitorial Services	\$254,360
2	Abraham Healthcare Services, Incorporated	DHS	Human Services	\$7,956,595
3	Absolute Care, LLC	DHS	Human Services	\$7,956,595
4	Academy Express, LLC	MDOT	Transportation Services	\$13,451,250
5	Access Nursing Services of MD Incorporated	DHS	Human Services	\$8,009,930
6	Acclaim USA Incorporated	DGS	Janitorial Services	\$263,100
7	Adonai Healthcare Services Incorporated	DHS	Human Services	\$6,975,725
8	Advance Fire Protection System	MDOT	Maintenance Services	\$1,335,000

Table 6 State Contractors Report Cycle April 2021 - March 2022

	State Contractors	Agency	Contract Type	Contract Value
9	Adventist Healthcare, Incorporated	DHS	Human Services	\$8,147,912
10	Alexander Security Consultants	DGS	Security Services	\$229,607
11	Allegany County Human Resource	DHS	Maryland Energy Assistance Program (MEAP) and the Electric Universal Service Program (EUSP)	\$1,501,007
12	Ambrose Young In-Home Non-medical	DHS	Human Services	\$7,956,595
13	Arrow Child & Family Ministries	DHS	Child Placement Agency Services	\$2,696,608
14	Associated Catholic Charities	DHS	Services	\$2,772,472
15	Atosk Healthcare Services Incorporated	DHS	Human Services	\$7,355,075
16	Bayside Total Cleaning Solutions	MDOT	Janitorial Services	\$55,296
17	Blessing Home Healthcare	DHS	Human Services	\$881,180
18	Board of Child Care Annual	DHS	Human Services	\$852,625
19	Broadway Services Incorporated	DGS	Janitorial Services	\$4,039,798
20	Brook Lane Health Services	DHS	Human Services	\$6,559,988
21	BTI Security	DGS	Guard & Security Services	\$446,443
22	Building Families for Children	DHS	Human Services	\$9,086,952
23	Capital Home Care Incorporated	DHS	Human Services	\$13,130,115
24	Center for Social Change, Incorporated	DHS	Resource Services	\$2,047,565
25	Changing Lives at Home Incorporated	DHS	Human Services	\$1,892,740
26	Charles County Nursing	DHS	Human Services	\$273,570
27	Chesapeake Strategies Group Incorporated	DGS	Guard & Security Services	\$325,380
28	Children's Choice Incorporated	DHS	Services	\$2,421,184
29	Children's Home Incorporated, DBA SanMar	DHS	Human Services	\$252,000

Table 6 State Contractors Report Cycle April 2021 - March 2022

	State Contractors	Agency	Contract Type	Contract Value
30	Clean Harbors Environmental	MDOT	Hazmat removal Services	\$540,000
31	Comfort Home Care LLC	DHS	Human Services	\$1,816,545
32	Community Options Incorporated	DHS	Human Services	\$394,263
33	Crown Hills Enterprises Incorporated	DHS	Human Services	\$7,591,460
34	CSI Corporation Of DC	DGS	Guard & Security Services	\$432,400
35	Defensor Security, LLC	DGS	Security Services	\$280,260
36	EQ & Associates LLC DBA Always Best Care	DHS	To provide in home aid services to individuals with a functional disability.	\$7,355,075.00
37	Family Services Incorporated	DHS	Human Services	\$5,445,638
38	Garrett County MD Community Action	DHS	Maryland Energy Assistance Program (MEAP) and the Electric Universal Service Program (EUSP)	\$1,134,408
39	Gold Line Incorporated	MDOT	Transportation	\$5,619,900
40	Goodwill Industries of The Chesapeake	DHS	Human Services	\$1,388,319
41	Hearts and Homes for Youth, Incorporated	DHS	Services	\$1,862,332
42	Home Paramount Pest Control Company	DPSCS	Pest Control Services	\$200,000
43	Housen Homecare Incorporated	DHS	Human Services	\$9,418,440
44	Howe Administrative Services	DHS	Human Services	\$1,338,760
45	Human Services Programs Of Carroll County Incorporated	DHS	Human Services	\$ 978, 366
46	ICF Incorporated	DHS	Human Services	\$19,987,617
47	Inner County Outreach	DHS	Services	\$2,312,352
48	Lead4Life Incorporated	DJS	Residential Services	\$1,426,188
49	Linwood Center Incorporated	DHS	Services	\$5,042,092
50	Maryland Sheriffs Youth Ranch Incorporated	DHS	Services	\$1,729,816
51	Maxim Healthcare Services	DHS	Human Services	\$4,628,515
52	Maximum Protective Services	DGS	Guard & Security Services	\$311,539

Table 6 State Contractors Report Cycle April 2021 - March 2022

	State Contractors	Agency	Contract Type	Contract Value
53	McDonnell Landscape Incorporated	MDOT	Landscaping	\$584,000
54	Metropolitan Protective Services, Incorporated	DGS	Services	\$221,408
55	MNH Holdings LLC	DHS	Human Services	\$1,633,495
56	National Center for Children	DHS	Human Services	\$1,955,080
57	New Age Protection Incorporated	DGS	Guard & Security Services	\$302,348
58	Our House Incorporated	DHS	Human Services	\$2,054,484
59	Parker Therapeutic Services	DHS	Services	\$1,295,618
60	Perini Corporation (Tutor Perini Corporation)	MDOT	Construction	\$189,380,000
61	Precious Hearts Companion	DHS	Human Services	\$7,029,060
62	Progressive Life Center Incorporated	DHS	Services	\$2,500,143
63	PSI Services III Incorporated	DHS	Services	\$1,005,505
64	RailWorks Track Services, Incorporated	MDOT	Services	\$29,284
65	RMG Health LLC	DHS	Human Services	\$7,029,060
66	Rolling Vista Place Incorporated	DHS	Human Services	\$2,869,296
67	SLC Corporation DBA Right at Home	DHS	Human Services	\$1,031,390
68	Second Family Incorporated	DHS	Human Services	\$25,926,290
69	Sheppard Pratt Health System I	DHS	Human Services	\$11,587,008
70	Shore Up Incorporated	DHS	Maryland Energy Assistance Program (MEAP) and the Electric Universal Service Program (EUSP)	\$510,279
71	Shorehaven Incorporated	DHS	Human Services	\$8,023,584
72	The Arc Baltimore, Incorporated	DHS	Human Services	\$5,707,040
73	The Arc Northern Chesapeake Region	DHS	Human Services	\$5,318,460
74	The Data Entry Company TDEC	MDH	Service	\$2,250,000

Table 6 State Contractors Report Cycle April 2021 - March 2022

	State Contractors	Agency	Contract Type	Contract Value
75	Total Quality Residential Services	DHS	Residential Services	\$1,667,724
76	Trulife Health Services LLC	DHS	Human Services	\$6,609,220
77	Trulife Health Services LLC	DHS	Human Services	\$2,000,000
78	Trusted Hearts Homecare Solutions	DHS	Human Services	\$7,029,060
79	Trustworthy Staffing Solutions	DHS	Human Services	\$1,633,495
80	Unifirst Corporation	MDOT	Services and maintenance	\$1,471,503
81	Victoire Health Services	DHS	Human Services	\$6,975,725
82	Wagman Heavy Civil, Incorporated	MDOT	Construction	\$26,693,345
83	Waste Management of MD Incorporated	DGS	Janitorial Services	\$193,557
84	Watkins Security Agency Incorporated	DGS	Security Services	\$239,225
85	Woodbourne Center Incorporated	DHS	Services	\$1,490,053
86	Xerox State Local Solutions	DHS	Maintenance of web application Services	\$12,257,508
				\$545,885,833